

20 MAR 1968

MEMORANDUM FOR: Director of Training

SUBJECT : Assessment of the Midcareer
Executive Development CourseREFERENCE : DTR Memorandum to DDP/TRO, Subject
as Above, dated 20 March 1968

1. In response to request cited in reference, set forth below are comments from the Office of the Deputy Director for Plans pertaining to reference Midcareer Executive Development Course (MEDC) considerations. These comments are as follows:

a. Selectivity

We are in accord with the age, grade and potential for promotion criteria presently in effect for selection of CS MEDC nominees. As can be appreciated, the CS is a foreign service oriented directorate and as a consequence we must exercise some latitude in nominations due to both operational requirements and availability of personnel at headquarters. Further, we are the largest directorate in the Agency and have the largest number of GS-13 level officers, resulting in the necessity to nominate occasionally relatively senior GS-13s and junior GS-14s in the course who may be slightly in excess of the 45 year old age limit. We consider the criteria for selection adequate in terms of our requirements. However, we believe it should be understood that periodically there will be exceptions relative to age and grade, which will have been carefully considered and judged to be in the best interest of the Agency and the directorate. We believe the factor of potential for

- 2 -

promotion is significant, but not necessarily to the supergrade level." As you are aware GS-14 and GS-15 CS Branch and Staff Chiefs have considerable executive responsibility and in many cases due to ceiling and related organizational factors, these officers may never become supergrade personnel.

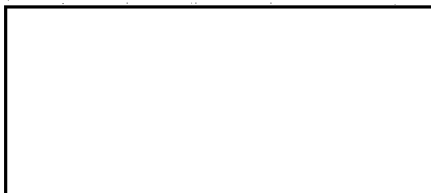
b. Frequency

The CS does not favor a decrease in frequency of MEDC courses. It would be to our advantage to have an increase if possible of the number of CS GS-13s in the course. In this regard we should like to propose that consideration be given to running a fifth session or arrangements be made to accommodate a minimum of four more CS officers per session under the present frequency.

c. Content and Duration

(1) The CS favors including the one week Advanced Management (Planning) Course in the MEDC. As you are aware the DDP has expressed interest in all Branch Chiefs and assistant Branch Chiefs and staff officers having planning responsibilities taking the Advanced Management (Planning) Course. Toward fulfilling this requirement, more frequent runnings of the Advanced Management (Planning) Course by your management faculty are scheduled to begin in the Fall of 1968. Including this course in the MEDC would permit fulfillment of 2 significant career development requirements, taking the MEDC and Advanced Management (Planning) at the same time. In addition we believe its inclusion would contribute significantly to the executive development concept of the course.

(2) Relative to tailoring the MEDC to accommodate the Advanced Management (Planning) Course, if possible, we would prefer its inclusion within the presently structured 6 week course.



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